

Association Announces 38th National Conference

"ADA Coordination and Compliance - Sense and Sensibility"

The National Association of ADA Coordinators' Fall 2007 National Conference will be held in Salt Lake City, Utah, October 22-25, 2007. The conference is co-sponsored by the State of Utah with assistance from its Division of Risk Management.

The National Association of ADA Coordinators presents the most up-to-date ADA technical assistance conference. The conference includes **six tracks with roundtables** – accessibility, employment, higher education, transit, emergency preparedness, and law enforcement. There will be important workshops and roundtables on major emerging issues. These include **Strategies for Success** which looks at methods which work and which don't; **Working with Persons with Mental Disabilities**; **Who is an ADA Coordinator and How to Approach the Job for Success**; **Law Enforcement** covering judicial, correctional and police issues; and, **Emergency Preparedness** on developing policy and procedures for the community and for the specific site.

Honored Guest Speakers

Jon M. Huntsman, Jr., Governor, State of Utah
Orrin G. Hatch, U.S. Senator, State of Utah

Conference Faculty - U.S. Department of Justice

Irene Bowen

Deputy Chief, U.S. Department of Justice, Washington, D.C.

Ms. Bowen supervises investigations and litigation under titles II and III of the Americans with Disabilities Act. Irene was actively involved in the development of the Americans with Disabilities Act, and was a member of the task force that developed DOJ's regulations implementing the statute. As the Assistant Attorney General's liaison to the U.S. Access Board, she was also a key member of the task force charged with developing the Board's ADA Accessibility Guidelines. She was formerly Deputy General Counsel of the Board, a public interest attorney, and high school teacher. Ms. Bowen received her J.D. degree from George Washington University.

Sally Conway

Director, ADA Technical Assistance, U.S. Department of Justice, Washington, D.C.

Ms. Conway is responsible for leading the technical assistance operation for titles II and III of the ADA. She also oversees department's ADA mediation program. Sally holds both Bachelor's and Master's degrees, and has worked in the fields of disability and civil rights for more than 20 years.

Allison Nichol

Deputy Chief, U.S. Department of Justice, Washington, DC

Allison Nichol oversees litigation under Titles I (DOJ's employment enforcement for Title II entities), II and III of the ADA, and and portions of the Help America Vote Act. She joined the Department in 1994, and served as lead counsel on some of the Department's first ADA cases concerning state and local governments. Prior to that she was a trial attorney with Chicago District Office of the Equal Employment Opportunity Commission where in 1993, she was counsel in EEOC and Charles Wessel v. AIC Security Investigations Ltd., the first case in the nation brought to a jury verdict under title I of the ADA. She is a nationally known trial lawyer and lecturer on ADA issues and trial practice, tactics and strategy and adjunct professor at Georgetown Law School.

John Wodatch

Chief, Disability Rights Section, U.S. Department of Justice, Washington, D.C.

Mr. Wodatch is widely known for both his experience and expertise with Section 504 issues as well as the ADA. He leads the section responsible for the DOJ's program and physical accessibility portions of Title II and Title III. His section also is responsible for the employment aspects of the ADA for Title II entities. Invited.

Conference Faculty - U.S. Equal Employment Opportunity Commission

Jeanne Goldberg

Senior Attorney Advisor, ADA Policy, Division, U.S. E.E.O.C., Washington, D.C.

Ms. Goldberg has conducted numerous disability law training sessions throughout the country for employers, attorneys, and human resource specialists. She was in private practice specializing in civil rights litigation. She has argued cases before the U.S. Courts of Appeals for the Fourth and D.C. Circuits. Ms. Goldberg was an adjunct law professor at the College of William and Mary. She also served as a staff attorney for the U.S. Court of Appeals for the Third Circuit. She received a J.D. from George Washington University.

Chris Kuczynski

Director, ADA Policy & Assistant Legal Counsel, U.S. E.E.O.C., Washington, D.C.

Mr. Kuczynski is the Assistant Legal Counsel and the ADA Policy Division at the U.S. E. E. O. C. Chris completed a White House assignment as the Associate Director, Domestic Policy Council, Executive Office of the President. Prior to joining the EEOC, he was a Trial Attorney with the Disability Rights Section, U. S. Department of Justice. Mr. Kuczynski received his BA from Villanova, his J.D. from Temple, and an L.L.M. from the Yale Law School.

Mary Jo O'Neill

Regional Attorney, U.S. E.E.O.C., Phoenix, AZ

Ms. O'Neill began her work at the EEOC as a trial attorney, then as a supervisory trial attorney, until she was selected as the Regional Attorney in 2002. Region includes the states of Arizona, Utah, New Mexico, Colorado, and Wyoming. She manages a legal staff, litigates employment discrimination cases in federal court in the five states, advises her enforcement colleagues, and is a frequent trainer/speaker for the EEOC. She is a past chair of the labor section of the Arizona State Bar Association. In 1986, while at the EEOC, she has been Lead Counsel on jury trials and has negotiated nationwide settlements, including the global settlement of the EEOC's cases filed against Wal-Mart under the Americans with Disabilities Act. Ms. O'Neill graduated Phi Beta Kappa and summa cum laude from the University of Arizona with a B.A. in political science and women's studies and graduated cum laude from its law school.

Conference Faculty - U.S. Department of Education

Shelley Jackson

ADA Team Leader, Department of Education, Washington, D.C.

Ms. Jackson is Supervisory Attorney in the Program Legal Group of the Office for Civil Rights, U.S. Department of Education. Shelley is the team leader for the Program Legal Group's disability team, which is responsible for advising OCR leadership on policy issues concerning compliance with Section 504 of the Rehab Act of 1973 and Title II of the Americans with Disabilities Act. Prior assignment was as senior policy analyst at the U.S. Department of Health and Human Services Office for Civil Rights, and a senior trial attorney in the Civil Rights Division, U.S. Department of Justice. Invited.

Mary Lou Mobley

Director, Region VIII, Office for Civil Rights, U.S. Department of Education, Washington, D.C.

Ms. Mobley has been with DOE since 2003. Prior to DOE, she was with DOJ since 1992 where she developed policy on effective communications and accessibility issues. She authored and organized the Attorney General's guidance to agencies to carry out responsibilities under Section 508 of the Rehabilitation Act. She was honored with the Attorney General's Award for Excellence in Information Technology on Section 508. Mary Lou graduated from Duke University Law School. Invited.

Conference Faculty - Transit Track - FTA Considerations

Russell Thatcher

Senior Transportation Planner, TranSystems, Medford, Massachusetts

Mr. Thatcher has 28 years of experience in transit and paratransit planning, policy, and operations. He was a co-author of FTA's *ADA Paratransit Handbook*, author of FTA's *ADA Paratransit Eligibility Manual*, and co-author of *Determining ADA Paratransit Eligibility: An Approach, Guidance and Training Materials*. He also worked with FTA's Office of Civil Rights to develop an *ADA Compliance Review Manual*. Mr. Thatcher has conducted reviews of paratransit and fixed route services in over 45 cities. Since 1993, Mr. Thatcher has taught and managed a series of two-and-a-half-day workshops for the National Transit Institute (NTI) entitled *Comprehensive ADA Paratransit Eligibility Determinations*.

Conference Faculty - ADA Coordinators; Architectural, Medical and Legal Professionals

Ron Binggeli

ADA and Transit Coordinator, City of Pocatello, ID

Mr. Binggeli has been in his position for over 15 years handling all aspects of the ADA dividing his time between Title I and II issues, and transit. Ron has been the City's Transit Director for over 30 years and is also the City's Safety Coordinator. During his tenure, he has established communication, cooperation and coordination with the disability community as well as with the business community on ADA issues. He is a member of the NAADAC Board of Directors.

Sandra Chapek

Employee Services Manager / Title I ADA Coordinator, City of El Cerrito, CA

Ms. Chapek has held this her position for over five years. Prior to joining El Cerrito, she served for over ten years with the City of Montebello, CA as Director of Employee Relations and ADA Coordinator. She has been at the forefront of developing innovative programs for both cities. Sandy serves on the Board of Directors of NAADAC and is Vice President.

Terry Flores

Attorney/Affirmative Action Officer, Pima Community College, Tucson, AZ

Ms. Flores is the director of the Pima County Community College District Equal Employment Opportunity/Affirmative Action office and the ADA/504 Officer. Her background includes work in criminal and civil law practice, and later she worked on large scale federal grants writing for a local Native American tribe for housing, infrastructure, environmental clean-up, land use planning, and program development. She holds a Bachelor's Degree in architectural design and Juris Doctorate, both from the University of Arizona.

Paul D. Hagle

Executive Director, National Association of ADA Coordinators
Expert Witness, National Institute on Employment Issues, Rancho Mirage, CA

Mr. Hagle has been associated with the ADA since its passage in 1990. He is recognized for his seminars on ADA Title I throughout the United States. He developed and presented one of the first programs dealing with attitudinal and legal issues of Title I of the ADA in 1992. He has worked with EEOC and DOJ on ADA workshops. Paul has been the Executive Director and a member of the Board of Directors of NAADAC since its formation. He received his B.S. degree from the University of Michigan and did graduate work at the Un

Daniel Holder

Director, (ret.), Office of ADA Coordination, Miami-Dade County, Miami, FL

Mr. Holder has worked with disability issues since 1973. Under his direction, the office grew in its responsibilities, staffing and in its position of influence within the County. The office has a staff of 10, an operating budget of \$ 1.2 million, and a multi-year \$45 million barrier removal construction program. The Office has a Compliance/Awareness Division that provides ADA technical support and training for all county departments and a Design and Construction Division that handles all aspects of barrier removal projects, and also reviews plans and does inspections for new construction and alterations of County facilities. He is a member of the NAADAC Board of Directors.

Barbara Judy

ADA Coordinator/504 Compliance Officer (ret.), West Virginia University, Morgantown, WV

Ms. Judy is one of the leading authorities on reasonable accommodations in the world as well as one of the eminent and influential university ADA coordinators in the United States. In 1992 she was elected to the National Hall of Fame for Persons with Disabilities and also designated "Patriot from West Virginia" by the President's Committee on the Employment of People with Disabilities. Ms. Judy received her R.N., Nursing, from Temple University, a B.A., Psychology, and, a M.A., Counseling and Guidance from West Virginia University. She has completed 52 hours of course work towards an Ed. D. from West Virginia University. Barb is the President of the Association and Chair of the Association's Board of Directors.

Brian Nelson, J.D.

ADA Coordinator and Loss Control Manager, State of Utah, Division of Risk Management, Salt Lake City, UT

Brian Nelson is responsible for reviewing all proposed ADA denials, coordinating Workers' Compensation coverage, and, with his loss control professionals, reducing all physical and non-physical losses among all state agencies, public schools, and institutions of higher education in the State of Utah. Brian received a B.A. Degree in Political Science from Brigham Young University and his J. D., from the Reuben Clark Law School at Brigham Young University. Before joining the Utah Division of Risk Management, Brian practiced law for 15 years in the State of Washington.

Phong Nguyen, M.D.

Medical Director and Chief of Staff, Redlands Community Hospital, Redlands, CA

Dr. Nguyen is Base Station Director at Redlands Community Hospital; a member of the Interdisciplinary Committee; Medical Director of the Redlands, Rialto/Loma Linda, and San Manuel Fire Departments; Medical Director for the Paramedic Program at Crafton Hills College; Medical Director for Aeromedics, and an ACLS Course Director/ Instructor. He received a Bachelor of Science in Biological Sciences and his M.D. from the University of California, Irvine. Phong completed his residency in Emergency Medicine at the Medical College of Georgia and a residency in General Surgery at Louisiana State University. He is board certified in Emergency Medicine; Fellow of the American College of Emergency Physicians and a member of the AMA. He is a member of the NAADAC Board of Directors.

Michael Paravagna

ADA Coordinator, City of Sacramento, California

Mr. Paravagna joined the City of Sacramento in July 2007. His prior position was Chief of the Disability Access Section for the State of California where he managed policy consultations, training and physical access evaluation services. He is a former member of the Universal Design Advisory Board and the State Personnel Board Select Advisory Panel on Programs. He has conducted training programs for the World Institute on Disability. He has served as an expert witness in ADA matters. During this tenure, he has served as a Vocational Rehabilitation Counselor, in addition to numerous management roles within the Department. He holds a Bachelor's Degree from San Jose State University and a Masters in Counseling from Sacramento State University. He is a member of the NAADAC Board of Directors.

Dean Perkins, A.I.A.

ADA Coordinator, Department of Transportation, State of Florida, Tallahassee, FL

An architect since 1984, Dean Perkins joined the Florida Department of Transportation in 1988 to manage rest area design and production projects. He was appointed as the FOOT's statewide ADA Coordinator in January 1992. As such, Dean is principle in initiating changes to Department policies and practices relating to accessibility for persons with disabilities for agency building facilities and on the state road system.

Adele Rapport

Senior Counsel, Law Offices of Richard Seymour, Washington, D.C.

Ms. Rapport was the Regional Attorney for the Detroit District Office of the EEC from 1993-2006. She is a former member of the Labor Council of the State Bar of Michigan and the Former Public Chair of the Employment Rights Sub Committee of the ABA Labor and Employment Section. She is currently a member of the ABA Standing CLE Committee and the Chair of the Executive Board of AAJ's (formerly ATLA) Employment Rights Section. Ms Rapport is also on the Board of Governors for the College of Labor and Employment Lawyers and was an Adjunct Professor of Law at the University of Detroit Mercy School of Law where she taught employment discrimination and disability rights courses. She is a University of Michigan Law School graduate and a member of the Bar in several states.

James Terry, A.I.A.

CEO, Evan Terry Associates, Birmingham, AL

Mr. Terry has served on a variety of levels at ETA including ADA expertise: project architect, project manager, energy specialist, project designer, contract administrator, and accessible design specialist. His ADA project experience includes corporate facilities, municipal facilities, healthcare, schools and universities, libraries, recreational facilities, shopping centers, multi-family housing, churches and light industrial facilities. For the last fifteen plus years, he has concentrated his efforts in the area of accessible design and in particular with the Americans with Disabilities Act and various state accessibility standards' requirements. He received his B. S. in Architecture from the University of Southern California and his Master of Architecture degree from the University of Michigan. He is a member of the NAADAC Board of Directors.

Faculty confirmed at time of printing except were noted. Workshops and faculty *are subject to change without notice* due to unforeseen circumstances. Please check web site for presenters which may be added at a later date.

Monday, October 22, 2007

Registration - Hosted continental breakfast 8:00 am - 9:00 am

General Sessions

9:00 am - 10:30 am

Welcome

Jon Huntsman, Governor, State of Utah

Orrin Hatch, U.S. Senator, State of Utah

"It Only Happens to Others"

EEOC Presents - Fall 2007 Case Law Update

The EEOC explains current and important Circuit Court cases.

Christopher Kuczynski, Assistant Legal Counsel and Director of ADA Policy Division

Headquarters, U.S. Equal Employment Opportunity Commission

Washington, D.C.

10:45 am - 11:45 am

EEOC Presents - More Case Law Update, Best Practices, and Open Forum

Christopher Kuczynski

11:45 am - 1:00 pm

Hosted Luncheon

1:00 pm - 2:00 pm

"Beyond a Reasonable Doubt"

DOJ Presents - Fall 2007 Case Law Update

The DOJ explains recent Title II cases.

John Wodatch, Chief

Irene Bowen, Deputy Chief

Allison Nichol, Deputy Chief

Disability Rights Section, U.S. Department of Justice, Washington, D.C.

2:15 pm - 3:15 pm

"And Now for Something Completely Different"
Status of Revised ADA and ABA Accessibility Guidelines

John Wodatch, Chief

Irene Bowen, Deputy Chief

Allison Nichol, Deputy Chief

3:30 pm - 4:30 pm

"Do the Right Thing"
Open Forum

An Open Forum and Roundtable on both program and physical accessibility issues

John Wodatch, Chief

Irene Bowen, Deputy Chief

Allison Nichol, Deputy Chief

Tuesday, October 23, 2007,

Registration - Hosted continental breakfast 8:00 am - 9:00 am

Concurrent Workshops

Accessibility		Employment
<p><i>"The Buck Starts Here"</i></p> <p>Understanding the Fundamentals for Title II. A review of the definitions, applicable laws, regulations and standards.</p> <p>Dan Holder, Jim Terry, Irene Bowen</p>	9:00 am - 10:15 am	<p><i>"Rules of Engagement"</i> <i>Why Things Go Wrong</i></p> <p>This workshop looks at the need to apply the ADA definitions correctly and consistently.</p> <p>Jeanne Goldberg, Paul Hagle, Brian Nelson Allison Nichol, Mary Jo O'Neill, Adele Rapport</p>
<p><i>"The Last Detail" - Making the Self-Evaluation and the Transition Plan Work</i></p> <p>The self-evaluation and the transition plan - why are they needed? Are they relevant today? How are they interrelated? How can you use them to achieve your goals.</p> <p>Dan Holder, Jim Terry, Sally Conway</p>	10:30 am - 11:45 am	<p><i>"The Turning Point"</i> <i>Does the Person Have an ADA Disability?</i></p> <p>Case Law with Roundtable Discussion</p> <p>Jeanne Goldberg, Paul Hagle, Brian Nelson Allison Nichol, Mary Jo O'Neill, Adele Rapport</p>
<p>Hosted Luncheon</p> <p>National Institute on Employment Issues</p>	11:45 am - 1:00 pm	<p>Hosted Luncheon</p> <p>National Institute on Employment Issues</p>
<p><i>"The Knack, and How to Get It"</i> <i>Strategies for Success</i></p> <p>Establishing barrier prevention programs and barrier removal programs. Developing the infrastructure for plan reviews, inspections, surveys, program access information, design and construction. Which methods work and which don't?</p> <p>Dan Holder, Jim Terry, Irene Bowen</p>	1:00 pm - 2:00 pm	<p><i>"Crouching Tiger, Hidden Dragon"</i> <i>The "Record of" and "Regarded As" Issues</i></p> <p>Case Law with Roundtable Discussion</p> <p>Jeanne Goldberg, Paul Hagle, Brian Nelson Allison Nichol, Mary Jo O'Neill, Adele Rapport</p>
<p><i>"Period of Adjustment" - Other Tools</i></p> <p>Looking at capital planning, budgeting and funding sources, internal and external communications and the use of PR and marketing to get the transition plan accepted.</p> <p>Dan Holder, Jim Terry, Sally Conway</p>	2:15 pm - 3:15 pm	<p><i>"The Sixth Sense"</i> <i>What Employers Need to Assess?</i></p> <p>Case Law with Roundtable Discussion on Performance, Conduct and Qualifications Issues</p> <p>Jeanne Goldberg, Paul Hagle, Brian Nelson Allison Nichol, Mary Jo O'Neill, Adele Rapport</p>
<p><i>"Breakthrough" - Transition Planning</i></p> <p>Learn about identifying barriers, exemptions, developing solutions, managing barriers data and the barrier removal process</p> <p>Dan Holder, Jim Terry, Sally Conway</p>	3:30 pm - 4:30 pm	<p><i>"The Agony and the Ecstasy"</i> <i>What Employers Really Must Do?</i></p> <p>Case Law with Roundtable Discussion on the Need for Essential Functions</p> <p>Jeanne Goldberg, Paul Hagle, Brian Nelson Allison Nichol, Mary Jo O'Neill, Adele Rapport</p>

Tuesday, October 23, 2007 *(continued)*

Registration - Hosted continental breakfast 8:00 am - 9:00 am

Concurrent Workshops (continued)

Higher Education		Emergency Preparedness
<p style="text-align: center;"><i>"The Right Approach"</i> <i>Compliance Basics</i></p> <p>Looking at the fundamentals for the ADA Coordinator / Compliance Officer in the higher education environment</p> <p>Terry Flores, Barbara Judy, Shelley Jackson Mary Lou Mobley</p>	9:00 am - 10:15 am	<p style="text-align: center;"><i>"It Only Happens to Others"</i> <i>Emergency Preparedness - The Community</i></p> <p>The workshop looks at two of the principle phases: Preparation and Response</p> <p>Michael Paravagna, Phong Nguyen, M.D.</p>
<p style="text-align: center;"><i>"Snapshots"</i> <i>Education Case Law Update</i></p> <p>Discussion of recent developments with roundtable discussion.</p> <p>Barbara Judy, Shelley Jackson, Mary Lou Mobley</p>	10:30 am - 11:45 am	<p style="text-align: center;"><i>"Its Your Move"</i> <i>Emergency Preparedness - The Community</i></p> <p>The workshop looks at two of the principle phases: Recovery and Mitigation</p> <p>Irene Bowen, Michael Paravagna Phong Nguyen, M.D.</p>
<p>Hosted Luncheon</p> <p>National Institute on Employment Issues</p>	11:45 am - 1:00 pm	<p>Hosted Luncheon</p> <p>National Institute on Employment Issues</p>
<p style="text-align: center;"><i>"Paper Tiger"</i> <i>Document - Document - Document</i></p> <p>A look at how to properly document compliance information for the higher education environment</p> <p>Terry Flores, Barbara Judy, Shelley Jackson Mary Lou Mobley</p>	1:00 pm - 2:00 pm	<p style="text-align: center;"><i>"The Importance of Being Earnest"</i> <i>Emergency Preparedness - Site Specific</i></p> <p>This workshop looks at the need for policy and procedures, and the establishment of the Emergency Management Team.</p> <p>Michael Paravagna, Phong Nguyen, M.D.</p>
<p style="text-align: center;"><i>"Breakthrough"</i> <i>Academic Adjustment - Technology</i></p> <p>Recent developments with roundtable discussion.</p> <p>Terry Flores, Barbara Judy, Shelley Jackson Mary Lou Mobley</p>	2:15 pm - 3:15 pm	<p style="text-align: center;"><i>"Period of Adjustment"</i> <i>Hot Button Issues</i></p> <p>Roundtable discussion</p> <p>Irene Bowen, Michael Paravagna</p>
<p style="text-align: center;"><i>"Great Expectations"</i> <i>It's a Reality - Distance Learning</i></p> <p>Roundtable discussions on what to expect in the future.</p> <p>Terry Flores, Barbara Judy, Shelley Jackson Mary Lou Mobley</p>	3:30 pm - 4:30 pm	<p style="text-align: center;"><i>"Second Time Around"</i> <i>Learning from Mistakes</i></p> <p>Roundtable Discussion</p> <p>Irene Bowen, Michael Paravagna</p>

Wednesday, October 24, 2007

Registration - Hosted continental breakfast 8:00 am - 9:00 am

Concurrent Workshops

Accessibility		Employment
<p><i>"What Were They Thinking?"</i></p> <p>Things that often go wrong in construction and why – from standards to contracts to plans review to inspections.</p> <p>Irene Bowen, Dan Holder, Jim Terry</p>	9:00 am - 10:15 am	<p><i>"Pocketful of Miracles"</i></p> <p><i>Reasonable Accommodations</i></p> <p>Case Law with Roundtable Discussion on the ADA's Bottom Line</p> <p>Jeanne Goldberg, Paul Hagle, Brian Nelson Allison Nichol, Mary Jo O'Neill, Adele Rapport</p>
<p><i>"And - Were They Thinking?"</i></p> <p>Things that often go wrong in construction and why – from standards to contracts to plans review to inspections. (A continuation)</p> <p>Irene Bowen, Dan Holder, Jim Terry</p>	10:30 am - 11:45 am	<p><i>"The Matchmaker"</i></p> <p><i>Reasonable Accommodations</i></p> <p>Case Law with Roundtable Discussion on the Interactive Process</p> <p>Jeanne Goldberg, Paul Hagle, Brian Nelson Allison Nichol, Mary Jo O'Neill, Adele Rapport</p>
<p>Hosted Luncheon</p> <p>San Diego International Airport</p>	11:45 am - 1:00 pm	<p>Hosted Luncheon</p> <p>San Diego International Airport</p>
<p><i>"Changing Lanes"</i></p> <p><i>How to Develop Reasonable Modifications</i></p> <p>A roundtable to discuss one of the more important issues for compliance</p> <p>Irene Bowen, Sally Conway, Dan Holder Jim Terry</p>	1:00 pm - 2:00 pm	<p><i>Undue Hardship - "The Color of Money?"</i></p> <p>Case Law with Roundtable Discussion</p> <p>Jeanne Goldberg, Paul Hagle, Brian Nelson Allison Nichol, Mary Jo O'Neill, Adele Rapport</p>
<p><i>"Eleven Excuses or Defenses"</i></p> <p><i>Do They Work and When</i></p> <p>Areas that entities may consider to make sure they are not doing things that cost them time and money.</p> <p>Irene Bowen, Dan Holder, Jim Terry</p>	2:15 pm - 3:15 pm	<p><i>Direct Threat - "A Clear and Present Danger"</i></p> <p>Case Law with Roundtable Discussion</p> <p>Jeanne Goldberg, Paul Hagle, Brian Nelson Allison Nichol, Mary Jo O'Neill, Adele Rapport</p>
<p><i>"Altered States" - Effective Communications</i></p> <p><i>Reasonable Modifications of Policy</i></p> <p>A roundtable to consider an important issue and to discuss possible solutions.</p> <p>Sally Conway, Dan Holder, Jim Terry</p>	3:30 pm - 4:30 pm	<p><i>"The Good, The Bad, and The Ugly"</i></p> <p><i>Harassment, Retaliation, and Attitudes</i></p> <p>Case law with roundtable discussion on one of the fastest emerging and expensive supervision issues</p> <p>Jeanne Goldberg, Paul Hagle, Brian Nelson Allison Nichol, Mary Jo O'Neill, Adele Rapport</p>

Wednesday, October 24, 2007 (continued)

Registration - Hosted continental breakfast 8:00 am - 9:00 am

Concurrent Workshops (continued)

Higher Education		Transit
<p><i>"A Delicate Balance"</i> <i>Ensuring Program and Physical Accessibility</i> A roundtable discussion on a topic that is very dynamic and always complex. Terry Flores, Barbara Judy, Shelley Jackson Mary Lou Mobley</p>	9:00 am - 10:15 am	<p><i>"Amongst Friends"</i> <i>Vehicle Procurement, Facility Accessibility, General Demand Responsive Services</i> A roundtable discussion on to what needs to be done. Ron Binggeli, Dean Perkins, Russ Thatcher</p>
<p><i>"Good Advice"</i> <i>Services Needed for Students with Hearing and Sight Impairments</i> Discussion of recent developments with roundtable discussion. Terry Flores, Barbara Judy, Shelley Jackson Mary Lou Mobley</p>	10:30 am - 11:45 am	<p><i>"Best Laid Plans"</i> <i>Provision of Service Requirements</i> A roundtable discussion Ron Binggeli, Dean Perkins, Russ Thatcher</p>
<p>Hosted Luncheon San Diego International Airport</p>	11:45 am - 1:00 pm	<p>Hosted Luncheon San Diego International Airport</p>
<p><i>"Smoke Signals"</i> <i>Is it Behavior or Disability?</i> Discussion on how to address such issues in the classroom. Terry Flores, Barbara Judy, Shelley Jackson Mary Lou Mobley</p>	1:00 pm - 2:00 pm	<p><i>"The Right Approach"</i> <i>Complementary Paratransit Requirements</i> A roundtable discussion. Ron Binggeli, Dean Perkins, Russ Thatcher</p>
<p><i>"The Mission"</i> <i>Processing Complaint Procedures</i> Ideas on how to make the coordinator's job more responsive with roundtable discussion. Terry Flores, Barbara Judy, Shelley Jackson Mary Lou Mobley</p>	2:15 pm - 3:15 pm	<p><i>"The Right Stuff"</i> <i>Paratransit Best Practices</i> A roundtable discussion Ron Binggeli, Dean Perkins, Russ Thatcher</p>
<p><i>"Day After Tomorrow"</i> <i>Open Forum on Education Issues</i> Roundtable discussions with the U.S. Department of Education. Barbara Judy, Shelley Jackson Mary Lou Mobley</p>	3:30 pm - 4:30 pm	<p><i>"Running Out of Time"</i> <i>Developing No Show Procedures</i> A roundtable discussion Ron Binggeli, Dean Perkins, Russ Thatcher</p>

Thursday, October 25 2007

Registration - Hosted continental breakfast offered 8:00 am - 9:00 am

Concurrent Special Presentations

Topics		Topics
<p><i>"And Now for Something Completely Different"</i> <i>Diagnosis and Prognosis - Part One</i></p> <p>Mental disability and medical issues abound under the ADA as well as state disability and workers' compensation laws. This presentation looks at a myriad of issues from the viewpoints of the EEOC, DOJ, ADA Coordinators, and medical professionals. Topics to be discussed include working with persons with mental disabilities, the doctor's role, the impact on higher education, the medical interface between ADA and workers' compensation medical issues, policies and procedures.</p>	9:00 am - 10:15 am	<p><i>". . . And Justice for All"</i> <i>Emerging Issues in Law Enforcement</i></p> <p>While law enforcement covers a wide area, the main issues include judicial, correctional, and other law enforcement issues. This presentation looks at the unique opportunities for the ADA coordinator to make a positive impact in a very complex world.</p>
<p><i>Diagnosis and Prognosis - Part Two</i></p> <p>A continuation of the issue with a roundtable featuring the panel members with an open forum.</p> <p>Barbara Judy, R.N.; Brian Nelson Phong Nguyen, M.D.; Mary Jo O'Neill Adele Rapport</p>	10:30 am - 11:45 am	<p><i>Emerging Issues in Law Enforcement</i> <i>Part Two</i></p> <p>A continuation of the issue with a roundtable featuring the panel members:</p> <p>Irene Bowen, Sandra Chapek, Sally Conway Dan Holder, Michael Paravagna, Jim Terry</p>
<p>Hosted Luncheon National Association of ADA Coordinators</p>	11:45 am - 1:15 pm	<p>Hosted Luncheon National Association of ADA Coordinators</p>
<p><i>"The Power of One"</i> <i>Who is an ADA Coordinator and How to Approach the Job for Success - Part One</i></p> <p>A look at the real world of the ADA. How to be successful on a shoestring budget? What is an ADA coordinator's job description? How to work with supervisors? How to fund projects? Working with outside groups</p>	1:15 pm - 2:15 pm	<p><i>"All Hands on Deck"</i> <i>"We're All in the Same Boat"</i> <i>An Open Forum - Part One</i></p> <p>We are setting aside time for participants to meet with available accessibility track panel members from the conference in order for you to have an opportunity to ask your questions on accessibility issues that may not have been covered during the conference.</p>
<p><i>Who is an ADA Coordinator and How to Approach the Job for Success - Part Two</i></p> <p>A continuation of the issue with a roundtable discussion featuring the panel members:</p> <p>Sally Conway, Dan Holder, Brian Nelson, Mary Jo O'Neill, Michael Paravagna, Adele Rapport</p>	2:30 pm - 3:30 pm	<p><i>"We're All in the Same Boat"</i> <i>An Open Forum - Part Two</i></p> <p>Irene Bowen, Jim Terry</p>

State of Utah Resident Participant Registration - 2007 Fall NAADAC National Conference

You need to pre-register for the conference. NO registrations accepted at the door.

1. REGISTRATION INFORMATION: Participants from State of Utah only, please submit to State of Utah, Division of Risk Management.
For additional Information: Contact Julie or Michelle at Division of Risk Management at: (801) 538-9560
2. REDUCED RATES: All UTAH residents and organizations are authorized to register using this form at negotiated registration rates** below if registration and fees are received by the State of Utah, Division of Risk Management, no later than 9/14/2007 (no exceptions). Checks are to be made payable to the NATIONAL ASSOCIATION OF ADA COORDINATORS unless using the State of Utah FINET Accounting System. If using FINET, please provide the following:

FUND: _____ DEPT: _____ UNIT: _____ APPROPRIATION: _____ OBJ: _____ Other: _____

**** Note:** ANY State of Utah participant registration received after 9/14/2007 is subject to the full amounts as listed below under "Rates after 9/14/07". These registrations and fees, for other Utah entities after 9/14/2007, MUST be mailed, with full payment, directly to and received no later than 10/9/2007 (no exceptions) by the:

National Association of ADA Coordinators, PO Box 958, Rancho Mirage, CA 92270
(NAADAC FAX: 877-480-7858) (NAADAC Phone 800-722-4232)

3. REQUIRED: Please check the TWO conference tracks in which you have the most interest. We use this information to produce materials for the tracks and to determine the conference space set-up requirements. If none is checked, you will be registered for Employment.

☐ Accessibility ☐ Emergency Preparedness ☐ Employment ☐ Higher Education ☐ Law Enforcement ☐ Transit

CONFERENCE HOTEL INFORMATION

The conference will be held at the Marriott Salt Lake City University Park Hotel, 480 Wakara Way, Salt Lake City, UT, 84108. Participants are responsible for making their own lodging reservations. The Association obtained a special conference rate of \$146 per night plus tax, (single/double) if reserved no later than 9/30/2007, provided the room block hasn't been sold out. To make lodging reservations, please call 800-228-9290 or 801-581-1000 and mention you are with the National Association of ADA Coordinators. Rates after 9/30/07 are up to \$279 per night plus tax for single/double. Reasonable accommodation requests for sleeping room accommodations for people with disabilities can be made by the participant calling the Marriott ADA Compliance Center at 800-554-5462.

REGISTRATION INFORMATION (Includes continental breakfasts and lunches for all days of conference)

Regular (Non-negotiated) Conference fees must be paid in full no later than 10/09/2007 (NO EXCEPTIONS). Any cancellation is subject to a processing fee of \$300. Any credit balance, after processing fee is deducted, for any cancellation after 9/25/07 can only be applied to a future Association national conference. The Federal Employer ID Tax Number for the Association, a nonprofit 501(c)(3) corporation, is 33-0595554.

<u>State of Utah Rates</u>	<u>If paid by 9/14/2007 (no exceptions)</u>	<u>**Rates after 9/14/2007</u>
For Monday, 10/22/07	<input type="checkbox"/> \$ 370	<input type="checkbox"/> \$ 525
For Tuesday, 10/23/07	<input type="checkbox"/> \$ 370	<input type="checkbox"/> \$ 525
For Wednesday, 10/24/07	<input type="checkbox"/> \$ 370	<input type="checkbox"/> \$ 525
For Thursday, 10/25/07	<input type="checkbox"/> \$ 370	<input type="checkbox"/> \$ 525

Save! All 4 Conference Days at a Special Price

If registration AND payment received by State of Utah, Division of Risk Management by 9/14/07 ☐ \$ 1,250

If after 9/14 /07, see "*** Note" above and send directly to the Association ☐ \$ 1,795

OTHER METHODS OF PAYMENT

☐ Visa / MasterCard ☐ Amex ☐ Check ☐ Purchase order _____ Total amount \$ _____
(Note: Credit cards processed for the Association by conference planner, National Institute on Employment Issues)

Name on card: _____ Card number: _____ Expiration: _____

PARTICIPANT CONTACT INFORMATION

Name: _____ Title: _____

Organization: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: (____) _____ FAX: (____) _____ Email: _____

Would you like us to list your email in the conference participant list for networking purposes? Please circle: Yes No

In order to participate in the training, I have need of: _____

The Association needs to know of accommodations required for training no later than 09/22/2007. (If personal assistant attends, the person must register, attend same conference workshop sessions as person requiring the accommodation, and pay a fee of \$300 to cover costs.)

Signature: _____ Date: _____ (SLC0707)



P.O. Box 958
Rancho Mirage, CA 92270

First Class Mail

How to Learn More on ADA Issues

Case Law

Info on Revised ADA and ABA Guidelines

Is It Behavior or a Disability?

Law Enforcement

When do ADA Defenses Work

Fall 2007 National ADA Conference

October 22-25, 2007

Salt Lake City, Utah

Fall 2007 National Conference Announced

38th National ADA Conference

October 22-25, 2007

Salt Lake City, Utah

Some Conference ADA Topics

Case Law Updates and Discussion

Emergency Preparedness

Info on Revised ADA and ABA Guidelines

How to Handle Mental Disabilities

What an ADA Coordinator Does

Self Evaluation/Transition Plans Update

Emerging Transit Issues

Higher Education Compliance Issues

Conference Faculty From

U.S. Department of Justice

U.S. Equal Employment Opportunity
Commission

U.S. Department of Education

Architects with ADA Expertise

Medical Providers

ADA coordinators and transit professionals
who make the ADA work